



## **News Release**

### **National Labor Relations Board**

#### **Office of the General Counsel**

December 9, 2010

**Contact:**

Office of Public Affairs

202-273-1991

[publicinfo@nrlb.gov](mailto:publicinfo@nrlb.gov)

[www.nrlb.gov](http://www.nrlb.gov)

### **U.S. judge orders New Jersey nursing home to rehire two employees** *Both were fired during a union organizing campaign*

At the request of the National Labor Relations Board, a U.S. District Court judge on Monday ordered Lincoln Park Care Center in Lincoln Park, New Jersey, to offer immediate reinstatement to two employees who were fired after taking part in a union organizing campaign at the nursing home (*Lightner v. Lincoln Park Care Center*, 10-cv-05753 (PGS), US District Court DNJ).

The temporary injunction issued by U.S. District Court Judge Peter G. Sheridan will remain in effect until the overall case is resolved by the NLRB. The two employees were fired in the spring of 2010 after participating in an organizing campaign by District 1199J of the National Union of Hospital and Health Care Employees, AFSCME.

In October, the Newark Regional Director of the NLRB issued a consolidated complaint alleging that the employer committed unfair labor practices by firing the two union supporters, giving a final warning to a third union supporter, and making coercive statements to employees to deter their union support. A hearing is set before an Administrative Law Judge on December 13.

The nursing home, which employs about 400 housekeepers and nursing assistants, was found by the NLRB to have interfered with employee rights during previous organizing attempts by the same union (*Lincoln Park*, 336 NLRB 891 (2001)).

The National Labor Relations Board is an independent federal agency vested with the authority to safeguard employees' rights to organize and to determine whether to have a union as their collective bargaining representative, and to prevent and remedy unfair labor practices committed by private sector employers and unions.

###